

UNIFIED STATE PLAN

WASHINGTON STATE

2002-2005



RSVP



A Collaborative Effort Between:

**Washington Commission for National & Community Service
Corporation for National & Community Service—Washington State Office
Office of the Superintendent of Public Instruction
Retired Senior Volunteer Program Association of Washington**

The Washington Commission for National and Community Service in coordination with the convening partners, Corporation for National and Community Service Washington State Office, the Office of Superintendent of Public Instruction, and the Retired Senior Volunteer Program (RSVP) Association of Washington State, has conducted a statewide process to revise the current Unified State Plan based on input received from individuals, communities, and organizations at various regional community meetings. A detailed summary of these meetings is contained in Attachment 1.

The overall thrust of the process was to update and improve the existing Unified State Plan. Meetings coordinated by the RSVP Association of Washington State were held in most counties of the state to allow local community members an opportunity to communicate and collaborate their visions of how service and volunteerism could be strengthened and encouraged to become even more of a strategy to address community needs. Efforts were made to include small community-based organizations, faith-based groups, and organizations that respond to disasters and emergencies. Many of these organizations, based on this planning effort, are now part of an ongoing effort to expand service and volunteerism opportunities in their communities.

The current Unified State Plan was utilized as a starting point for discussions to support people and organizations in using citizen service as a strategy to meet critical statewide and local community needs, to foster an ethic of civic responsibility, and to strengthen the links between and among the various national service, governmental, volunteer, and community groups that address numerous physical, mental, and social needs throughout the state of Washington. A major goal in the planning process was to validate aspects of the existing plan that are still applicable and to add features that are reflective of current needs and priorities so that the new plan is a living document.

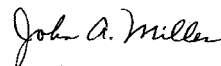
The following pages represent a compilation of the most common community needs across the state and ideas on how they will be addressed during the next three years. The plan also recognizes the unique local needs of several of our communities and the significant collaborative work being undertaken to address them. This document is by no means a final report, but a living document that will be updated and revised at least annually as community, local, state, and national priorities are identified and addressed, and results and outcomes are recorded.




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Washington State Unified State Plan Update for 2002-05

I. Background:

The Washington Commission for National and Community Service was one of the first states to develop their Unified State Plan. The plan, completed and approved in January 1997 by the WA Commission, was based on a series of meetings held throughout the state with a variety of Corporation for National and Community Service (CNCS) grantees, Commission staff, CNCS-State Office staff, and Superintendent of Public Instruction staff. Each region in the state was provided with a small planning grant that was made available to the Commission from CNCS for plan development purposes. In Washington State, the focus was placed on having local subgrantees of the Commission or the CNCS and other partners provide the organization and local leadership to make the plan come to life. The Commission supported the local plan meetings with small grants and initial staff support.

Implementation of the Plan

Given the geographic size of the state, local planning areas were organized so those programs serving a specific area or region could communicate about issues with each other. This decentralized approach placed a premium on local leadership coming forward to organize meetings, develop agendas, and help identify mutual issues and propose possible solutions. All of the regional planning areas met and began to develop their approaches. These Unified State Plan regions included:

- Intermountain (Chelan, Okanagon, Ferry, and Douglas Counties)
- Spokane (Spokane, Lincoln, Stevens, Pend Oreille Counties)
- Pacific-S. Puget Sound (Thurston, Mason, Kitsap, Grays Harbor, Pacific, and Lewis Counties)
- Vancouver-SW Washington (Clark, Skamania, and Klickitat Counties)
- Yakima (Yakima, Kittitas, Grant, Benton, Franklin, and Walla Walla Counties)
- Whatcom (Whatcom, Island, Skagit, and Snohomish Counties)
- Seattle (King County)

As time progressed, some of these local-planning areas became very effective and continue to function to this day, especially in areas such as Spokane and Seattle. Other regions meet through participation in InterCorps Councils (cross-stream representation of national service members) thanks in part to the hard work of the state's AmeriCorps Leaders and Washington Leader Corps members past and present. Many of the initial activities under the 1997 goals and objectives of the Unified State Plan have been accomplished. These include: bringing public awareness of national service programs; strengthening the infrastructure across the various streams of service by region;

development of cross-stream training/technical assistance strategies; and joint planning of program activities.

II. Evaluation of Current Plan

An evaluation of the current Unified State Plan (USP) was sponsored by the Commission and conducted by Carolyn Cohen of the Northwest Regional Educational Laboratory (NWREL). In that report she stated that Washington was one of the first states in the country to enact a statewide plan unifying the various streams of national and community service: Senior Corps, Learn and Serve America, AmeriCorps VISTA, and AmeriCorps*USA. Known as the Unified State Plan for National and Community Service (USP), this plan set a three-year timeline to implement specific goals that encourage collaborative activities, meet national priorities, and raise public awareness of service. Local decision-making is infused throughout these goals.

The NWREL report further states "...the USP has established a climate that encourages collaboration among programs, across the streams of service, and with community and business organizations." It notes as a significant accomplishment that program directors and members of Senior Corps, Learn and Serve, and AmeriCorps/VISTA in the same region identified themselves to each other—many for the first time—and formed new relationships based on common goals of service to their communities. It acknowledges that in some cases, the state and national youth literacy initiatives Reading Corps and America Reads Challenge, which were implemented during program year 1998-99, provided a special impetus for these new relationships.

Specific innovations and new cross-stream/cross-program endeavors accomplished by the plan were identified in the report to include the following:

- Establishment of a regional program director listserv
- Collaboration in applying to national funders
- Development of a regional recruitment brochure
- Regional service days attended by members of different programs
- Cross-program/stream training sessions
- Incorporation of USP goal awareness into member orientation
- Development of regional training resource database and regional calendar of training events
- Collaboration in member recruitment

- Coordination of literacy activities
- Joint presentations to public officials to raise their awareness of community and national service

Many of the challenges that regions faced in their collaborative endeavors were noted in the NWREL report. Some of these are:

- The ability to meet and communicate was impeded by the geographic distance between programs in the same region
- The lack of e-mail for all programs, and
- Disparity in amounts of travel funds and other resources available to each region.
- Issues concerning the structure of various programs and how that impacts their ability to communicate and collaborate with other streams of service. An example of one such challenge is the Learn and Serve program that did not have identified members at the time, and its structure was different from that of the other streams. Because of this, new strategies were identified as being necessary to incorporate Learn and Serve programs into regional efforts.

These challenges were identified as the cause of significant differences in the level of engagement in regional activities among the seven groups and all are currently being addressed. Most, if not all, national service programs are now on-line resulting in improved communications and increased collaborations. Disparity in funding continues to remain an issue that impacts the ability of groups to meet and have stronger collaborations.

The report strongly concluded that in spite of these challenges, the collaborative endeavors in Washington State are an example of community capacity-building at its best: they strengthen the civic infrastructure of our state by knitting together those already engaged in service in new ways—across generations, across national priority areas—but always with a focus on meeting local needs.

III. Process Overview:

In Washington State, members of the Retired Senior Volunteer Program (RSVP) proposed, and the Washington Commission for National and Community Service (WCNCS) and its planning partners agreed, to have the RSVP be the convener for many of the unified state planning meetings statewide. This was justified by the Senior Corps presence in 31 of the 39 counties in the state that are all on e-groups making communication and planning relatively less demanding. The remaining eight counties

have some type of education state agency presence, so it was proposed that those agencies convene USP meetings in their respective areas. While the RSVP association was able to organize and facilitate meetings in at least 15 of their 39 counties, other than a statewide meeting at the National Learn and Serve conference, the education state agencies were unable to organize and facilitate meetings because of their more long range, less flexible planning and work schedules.

WCNCS staff, WCNCS Commissioners, State Corporation Office staff, and local state education agency staff were included in the mailing list for scheduled planning meetings. Local partners involved in the planning and implementation process included a variety of community, emergency management and faith-based organizations. Meeting records included lists of participants that are noted for reference in the report summaries attached as Appendix 1.

Planning meetings were required to focus on community needs particularly as they related to the following elements as outlined in *2002 Guidance for State Commissions, Corporation State Offices and State Education Agencies*:

- major priorities, objectives and activities
- plans to continue to promote and integrate national and community activities
- types of organizations and partners that are included and should be included in the planning process and/or expect to be actively engaged in the implementation of the plan. At a minimum you must describe how you plan to engage faith-based and community organizations in the development and implementation process.
- three-year timeline for implementation of the local plan.
- a description of who is responsible for the implementation of each part of the local plan
- resources that partners bring to the table or will be sought as they relate to specific objectives and activities
- strategies for sustaining national and community service in the state
- anticipated outcomes and a timeline for accomplishing set goals

Meetings were held throughout the state with one county also submitting its *Funding Integrated Youth Service Strategies June 2001* final report which was a result of the culmination of meetings and discussions throughout the county sponsored by the Workforce Development Council of Snohomish County. The relevant sections of that report are attached as Appendix 2. Each county's USP meeting was assigned a note taker who was responsible for completing the proposed meeting record and submitting it to WCNCS staff within one week of the date held. Most meetings had at least one representative who was a WCNCS Commissioner, the Executive Director or a Commission staff representative. The WCNCS was assisted in the process by Washington Service Corps AmeriCorps Leader, Catherine Booth, who attended meetings on behalf of committee members and staff, to observe and record, as well as report back on actual happenings in the various counties. It was also her role to summarize and compile the various meeting reports into one document (Attached as Appendix 1).

The aggregate summarized reports were sent out to Commissioners and all partners and county facilitators for feedback. This allowed for verification and corrections to reports as appropriate. A draft of this update was also completed and circulated for feedback before finalizing.

IV. Updated Plan:

Areas of Priority Focus

Each of the local planning reports indicated support for the existing plan and its major priorities. Those major priorities continue to be Education, Human Needs, Public Safety, and the Environment. Additional priority focus areas identified in the original plan are incorporated into this new updated version. Both new and existing partners saw the current plan as providing a set of broad based objectives consistent with local priorities. Some of the new partners who participated in planning meetings were: the American Red Cross, governmental emergency management organizations, and several faith-based groups and organizations. These new partners added a significant new perspective to the existing state plan and their input is reflected in the additions that are made for the 2002 Updated USP. Local plans also contain specific community-based priorities that while not statewide in scope, are equally endorsed as important areas to be addressed.

New State Priority Focus Areas

Homeland Security

A major new area to be addressed in this revised plan is Homeland Security. Virtually every local group identified this as an important area of focus now and in the coming years. For many of the local emergency management agencies, the potential of coordinating with national service was emphasized as a result of these meetings. Now these organizations will participate in ongoing efforts to promote service and volunteerism in the local communities throughout the state. These new partners will help strengthen and expand the existing service and volunteerism networks in these communities.

Public Awareness and Communication

Local planning participants saw the need to expand their outreach and develop a continued and regularly scheduled communication effort within and outside the national service community. Whether it was the sharing of potential resources, identifying needs that could be addressed through service activities, or broadening public awareness of various service opportunities, each of the local planning groups believed that their local communication efforts needed to be improved. To address this need, many local areas are now scheduling regular meetings with all local stakeholders as a result of completing

this initial planning process. A universal commitment to hold ongoing communication meetings was a common feature and priority outcome in the local planning sessions.

National Days of Service

Each of the communities identified a need to become more visible and collaborative in the planning and operation of local volunteer efforts. Some of these activities take place on the MLK Day of Service while others are held throughout the year such as the *United Way Day of Caring* when all are asked to serve. In the development of these activities, local organizations acknowledge the importance of expanding these collaborations beyond the organizations that traditionally host these activities.

As a result of the above, there will be an expanded level of public involvement and more programs will work together to address community issues. In addition, these efforts will also enable more local community members to take up The President's challenge of completing 4,000 hours of service to the nation during a lifetime. This enhanced level of collaboration around National Days of Service will increase service opportunities for the many individuals who want to address local needs.

Local Priority Areas

Each local community identified critical needs that could be addressed through service and volunteerism. The priority issue areas that were identified by a consensus of local planning groups are included as state priority focus areas to be addressed statewide. The importance of those needs unique to community areas is recognized by their inclusion in the attached summarized local reports.

Numerous community organizations, national service programs from every stream of service including volunteer centers, educational agencies and faith-based partners participated in the USP planning meetings across the state. Included among the community-based partners are: county based Emergency Management organizations, the Red Cross, Big Brothers/Big Sisters, Camp Fire USA, Housing Authorities, Washington Health Fund and county health districts, and literacy coalitions. Faith-based partners that collaborated during this process included: the Church Council of Greater Seattle, the Vancouver Interfaith Community, House of Charity, Shalom Ministries, Emmanuel Ministries, First Covenant Church, Lutheran Community Services, and Interfaith Coalition. The summary reports for the individual counties each include a list of participants for verification and information.

Most counties are still in the discussion phase of planning and collaborating activities as they relate to these revised priorities. It is therefore not possible to clearly identify and make statements regarding the implementation and roles of different partners at this time. Meetings are scheduled and reports will be submitted to the Commission as they occur. This updated plan will continually be revised and reorganized to reflect changes and/or additions to the plan as they occur.

Examples of Existing Collaborations:

At present there are many strong existing collaborations that promote volunteer service and address community needs. Some of those collaborations are multi-state such as **The Northwest Leader Corps** (formerly called the Washington Leader Corps, now a collaboration between Washington and Oregon states) already mentioned on page one of this report, and the partnership between AmeriCorps*USA and AmeriCorps*VISTA through the **Washington Reading Corps (WRC)**. The WRC continues its mission of improving reading abilities of students in grades K-6 across the state in cross stream service partnership with more than 100 AmeriCorps*VISTA members to serve elementary students in about 200 of the neediest schools in the state. These members will recruit and train an estimated 13,000 community volunteers and serve an additional 25 new schools in PY 2002-03.

One of our larger programs, the **Washington Service Corps**, continues to serve in 31 of the 39 counties (20 of which have been identified as economically distressed) as an intermediary organization for hundreds of small community based, non-profit and faith-based organizations across the state such as Boys and girls Clubs, Big Brothers/Big Sisters, and the Cascade AIDS project. Its sister program the **Digital Divide – eCorps.wa**, established partnerships with five local educational and non-profit agencies to serve the diverse technological needs of both urban and rural communities throughout the state.

Others efforts are more regional or local in focus such as the various partnerships between schools and AmeriCorps programs. Examples of such being:

- A partnership between the AmeriCorps program and the **Pierce County Youth Leadership Council** that has resulted in the creation of a Youth Voice Program. Youth Voice is a program where a cross-section of 9th -12th grade teens from twelve schools are actively working to establish “a letter”, identical to athletic and other school enrichment programs, in community service.
- Collaborations between **senior citizens and high school students** in education districts throughout the state to work on numerous projects.
- **Clallam County**: Clallam AmeriCorps Project: Partnerships and collaborations with numerous non-profit organizations throughout the state such as the **North Olympic Youth Center** that provide teens on the North Olympic Peninsula equal access to opportunities that promote skills necessary to engage school and life with confidence and success; **Health Families**, a non-profit therapeutic child development center that focuses on helping children recover from the effects of trauma, neglect or abuse.
- Partnerships with **United Way agencies** host and give tremendous support to national service programs across the state. United Way of Washington also acts as the fiscal agent for the Commission in the receiving and dispensing of private contributions on behalf of the Commission.

- During the **National Days of Service** a number of AmeriCorps and VISTA members joined with organizations in numerous projects statewide. Some examples of those projects were:
 - i) **United Way Day of Caring:** Cowlitz AmeriCorps Network: Assisted New Song Fellowship with the improvement of an area youth center.
 - ii) **MLK Day:** Fremont Public Association: All the national service programs in the Seattle area joined to present a day of educational activities through arts and craft for the children who visited the MLK celebrations at the Seattle Center.
 - iii) **MLK Day:** Cowlitz AmeriCorps Network: Joined with the Ethnic Support Council and Longview City Police to present an educational day for over 450 people while
- **Youth Volunteer Corps of Kitsap County:** Kitsap Community Resources: High school youth are offered volunteer opportunities to accomplish community wide service objectives while forming positive relationships and promoting self-esteem.
- **The Spokane Service Team (SST)** continues to collaborate in the building of low-income housing and constructing and rehabilitating capital improvement projects for community agencies that serve the economically disadvantaged. At present the SST collaborates with the City of Spokane – Community Development Department, the Spokane Housing Association, and Inland Empire Residential Resources and plans to expand this collaboration to include the East Central Community Center, the City of Cheney, and the ARC of Spokane as new partners.

Additional collaborative partners in regions throughout the state include: 4-H club, local tribal communities, various Workforce Development Councils, local housing authorities, Habitat for Humanity, YMCA, YWCA, the Salvation Army, New Life Baptist Church, the Baha’I Faith, Thurston County Council on Diversity and Human Rights, and community colleges adult ESL classes.

New Collaborations:

- **Washington Reading Corps Family and Community Involvement Pilot Program:** Building on the success of the Washington Reading Corps (WRC) model, a pilot program has been designed to increase literacy skills of immigrant/migrant students through family and community involvement. In the first year, three community-based teams of four VISTA members will focus their service in three high needs locations around Washington state: the Seattle area, Sunnyside/Yakima, and the Chelan area. The philosophy of this program is to place emphasis on strengths of families and communities. In conjunction with assessing the resources and needs of the community, WRC VISTA teams will partner with existing efforts around immigrant/migrant populations and literacy. The goals will be to help communities create a welcoming atmosphere for immigrant/migrant families, connect community resources with needs, and increase communication through at-home literacy activities and community-wide literacy events.
- **The Washington Conservation Corps (WCC)** has a history of responding to natural disasters (2571 hours during FFY 2000/01) and plans to play a key role in safely and efficiently responding to natural as well as human caused disasters, including acts of terrorism. This is expected to be accomplished through expanded collaborations with civic, community, government, and faith-based organizations. Those organizations will included: the American Red Cross, Salvation Army, United Way, Federal Emergency Management Administration (FEMA), Washington State Division of Emergency Management, local churches and synagogues, and other entities involved in disaster preparedness, response and recovery. In developing this disaster response initiative, the WCC has selected two programs that will serve as models - - the American Red Cross Rapid Response Corps and the Community Emergency Response Team (CERT) program. Both of these models are consistent with Governor Gary Locke's and the Washington State Legislature's vision for emergency preparedness, response, and recovery in the State of Washington.

The WCC plans to have trainings in conjunction with other community volunteers and emergency workers so that they will be well prepared to take a lead role in responding to emergencies. WCC members are distributed statewide so they are well situated geographically to efficiently and rapidly respond to any catastrophic event – natural or man made.

- **Regional Youth Service Corps – Eastern Washington:** A developing partnership with The Reading Foundation to pilot an approach that encourages members to participate in volunteer management and a budding partnership with the Workforce Development Council to connect service and educational opportunities with community development, thereby addressing dire community and economic needs.

- **Fremont Public Association – King County:** A new collaboration with ProVail, a non-profit that works with physically challenged youth, ArtWorks, another non-profit that engages youth in mural projects throughout the Seattle area, and Microsoft. This initiative will focus on engaging Microsoft employees, youth with disabilities, and AmeriCorps members to paint murals that promote the inclusion of persons with disabilities in all aspects of community life.

Plans to continue to promote and integrate national and community service activities in the state of Washington, timeline of activities and anticipated outcomes.

PRIORITY AREA	BROAD ACTIVITY AREAS	ANTICIPATED OUTPUTS		
		YEAR 1	YEAR 2	YEAR 3
1. Adopt prevention as a state-wide strategy for all human needs, public safety, and education related CNCS projects in an effort to enhance protective factors that keep people from being at-risk.	Support the development of inter-disciplinary National Service project teams representative of the various service streams to address identified community needs including homeland security initiatives.	60% of all CNCS programs will incorporate a prevention focus into the planning and operation of any new initiative that compliments direct service activities.	80% of all CNCS programs will incorporate at least one prevention focus into the planning and operation of any new initiative that compliments direct service activities.	100% of all CNCS programs will incorporate at least one prevention focus into the planning and operation of any new initiative that compliments direct service activities.
	Programming efforts will focus on strengthening protective factors through education and other means as evidenced by their expanded emphasis in goals and objectives developed by programs. These factors include crime and substance abuse prevention.	50 percent of CNCS programs will have at least one objective focusing on strengthening protective factors.	75 percent of CNCS programs will have at least one objective focusing on strengthening protective factors.	100 percent of CNCS programs will have at least one objective focusing on strengthening protective factors.
	Design programs with outcome-based accountability and evaluation measures that document outcomes and demonstrate results. WRC tutoring programs etc.	Appropriate measures will be developed and baseline data determined in at least two regions of the state.	At least 3 regions will have baseline data determined and at least two will conduct evaluations and document outcomes.	At least 5 regions will have baseline data determined and at least four will conduct evaluations and document outcomes.

PRIORITY AREA	BROAD ACTIVITY AREAS	ANTICIPATED OUTPUTS		
		YEAR 1	YEAR 2	YEAR 3
	All CNCS programs develop the capacity to access and share on-line resources so they can remain updated on emerging issues.	At least 50 percent of National Service programs in the state will have websites and other internet resources that allow them to share resources and receive email and other electronic updates.	At least 75 percent of National Service programs in the state will have websites and other internet resources that allow them to share resources and receive email and other electronic updates.	100 percent of the National Service programs in the state will have websites and other internet resources that allow them to share resources and receive email and other electronic updates.
	CNCS programs will be supported to form regional and /or county groupings for the purpose of joint program planning and service delivery coordination as appropriate.	At least 33 percent of all counties will have active planning and service delivery groups that incorporate all the streams of national service including citizen corps. Those groups may be separate of separate of counties or of counties that have joined together on a regional basis to achieve this goal.	At least 66 percent of all counties will have active planning and service delivery groups that incorporate all the streams of national service including citizen corps. Those groups may be of separate counties or of counties that have joined together on a regional basis to achieve this goal.	At least 75 percent of all counties will have active planning and service delivery groups that incorporate all the streams of national service including citizen corps. Those groups may be of separate counties or of counties that have joined together on a regional basis to achieve this goal.
	Identify new ways to coordinate activities with existing organizations and identify more effective ways to collaborate with larger partnerships.	At least 20 percent of all counties will have identify at least one new way to coordinate activities with existing organizations and identify more effective ways to collaborate with larger partnerships.	At least 40 percent of all counties will have identify at least one new way to coordinate activities with existing organizations and identify more effective ways to collaborate with larger partnerships and 20 percent will have implemented it.	At least 60 percent of all counties will have identify at least one new way to coordinate activities with existing organizations and identify more effective ways to collaborate with larger partnerships and 30 percent will have implemented it.
Anticipated Outcome: Enhanced communication, collaboration and coordination among national service programs throughout the state that will lead to improved health and well-being of citizens throughout the state, decreased public safety risks, and a decrease in substance abuse.				

PRIORITY AREA	BROAD ACTIVITY AREAS	ANTICIPATED OUTPUTS		
		YEAR 1	YEAR 2	YEAR 3
2. Promote and expand the ethic of service among all age groups by designing projects to incorporate an intergenerational approach in the delivery of national service activities.	Programs will promote The President's goal of 4,000 hours of service so that 10% more individuals will be recruited to serve as volunteers on program projects.	<p>A. At least 10% more individuals will be recruited to serve as volunteers on national service projects.</p> <p>B. This will be determined using the number of non-AmeriCorps volunteers who served alongside AmeriCorps members in AmeriCorps*State programs during PY 2000-01 as a baseline, 37,328.</p>	At least 20% more individuals will be recruited to serve as volunteers on national service projects.	At least 30% more individuals will be recruited to serve as volunteers on national service projects.
	Enable those "receiving services from CNCS programs" so they are empowered to serve others by becoming volunteers themselves.	C. At least 10 percent of CNCS programs will invite those receiving service to be service providers themselves.	At least 20 percent of CNCS programs will invite those receiving service to be service providers themselves.	At least 30 percent of CNCS programs will invite those receiving service to be service providers themselves.
	The Citizen Corps activities in the state will have strong collaboration with RSVP and local Volunteer Centers to enable a broad cross section of individuals to be recruited as volunteers to serve at times of emergencies and disasters.	D. At least 12 new Citizen Corps Councils will be formed and fully active in regions throughout the state.	At least 10 new Citizen Corps Councils will be formed, bringing the total to 22, and fully active in regions throughout the state.	At least 12 new Citizen Corps Councils will be formed, bringing the total to 34, and fully active in regions throughout the state.
	All National Service programs will mobilize additional volunteers by actively participating on local volunteer generation and coordination efforts such as volunteer councils and Citizen Corps .	E. Same as A.	Same as A	Same as A.

PRIORITY AREA	BROAD ACTIVITY AREAS	ANTICIPATED OUTPUTS		
		YEAR 1	YEAR 2	YEAR 3
	Programs promote an “ownership” of projects from a community and beneficiary perspective by developing a deeper ethic of service utilizing one of the CNCS Citizenship training curricula.	F. 50% of all CNCS programs implement some kind of citizenship training utilizing one of the CNCS Citizenship training curricula.	F. 60% of all CNCS programs implement some kind of citizenship training utilizing one of the CNCS Citizenship training curricula.	F. 50% of all CNCS programs implement some kind of citizenship training utilizing one of the CNCS Citizenship training curricula
Anticipated Outcome: An expanded level of public involvement and an increased level of civic pride and responsibility as individuals and citizens come together to address community issues. In addition, these efforts will enable more local community members to take up The President’s Challenge of offering 4,000 hours of service to the nation during their lifetimes.				
3. Incorporate the concept of Service Learning in all projects.	Assist local school districts so they can share with student service learning opportunities that would meet the new State Board of Education requirements for senior culminating projects as a requirement for high school graduation.	In at least 5 local school districts across the state, collaborations will be ongoing with school districts.	In at least 9 local school districts across the state, collaborations will be ongoing with school districts.	In at least 15 local school districts across the state, collaborations will be ongoing with school districts.
	Expand the opportunities for service learning in peer to peer and cross age service activities such as reading tutors in the WRC.	Peer to peer and cross-age tutoring opportunities will increase by 10% from what occurred in PY 2000-01.	Peer to peer and cross-age tutoring opportunities will increase by 20% from what occurred in PY 2000-01.	Peer to peer and cross-age tutoring opportunities will increase by 30% from what occurred in PY 2000-01.
Anticipated Outcome: Increased opportunities for service learning will be expanded statewide through peer-to-peer and cross-age service activities such as reading tutors in the WRC.				

PRIORITY AREA	BROAD ACTIVITY AREAS	ANTICIPATED OUTPUTS		
		YEAR 1	YEAR 2	YEAR 3
4. Provide service to people who have urgent needs and/or to those who are underserved by existing programs.	Ensure that all National Service members are in contact with others serving in the same area so that all can continue to focus efficiently, without duplicating efforts and resources, direct service opportunities to individuals with critical needs.	On-line list of national service programs and contact persons for each county available on the WCNCs website.	All national service programs have user friendly websites with links to each other and lists of contact persons, projects and schedule of activities.	Statewide national service listserve established.
	Programs work together to design a cooperative approach in requesting funding from business and foundations.	There will be a collaborative funding request to private sector partners in at least one region of the state.	There will be a collaborative funding request to private sector partners in at least two regions of the state.	There will be a collaborative funding request to private sector partners in at least three regions of the state.
	National Service programs within a region will actively participate on local planning groups such as Community Public Health and Safety Networks.	Each national service program will actively participate in at least one new planning group.	Each national service program will actively participate in at least two new planning groups.	Each national service program will actively participate in at least three new planning groups.
	Offer ancillary support to programs that will enroll at-risk individuals as service providers.	At least one program will be assisted in requesting additional support to enroll at-risk youth. This support may be from the private or public sector.	At least two programs will be assisted in requesting additional support to enroll at-risk youth. This support may be from the private or public sector.	At least three programs will be assisted in requesting additional support to enroll at-risk youth. This support may be from the private or public sector.
	Continue to foster direct service opportunities to individuals with critical needs.	At least two new or expanded initiatives will be implemented focusing on individuals with critical.	At least four new or expanded initiatives will be implemented focusing on individuals with critical	At least six new or expanded initiatives will be implemented focusing on individuals with critical.
Anticipated Outcome: Increased public and private support and encouragement for programs, fiscal and otherwise, to work with at-risk youth and communities with critical needs. This will increase the services to the indigent and at-risk population in Washington State.				

PRIORITY AREA	BROAD ACTIVITY AREAS	ANTICIPATED OUTPUTS		
		YEAR 1	YEAR 2	YEAR 3
5. Preserve the qualities and best traditions of service that exist in many communities and cultures across the state.	Local CNCS projects will bring new non-CNCS partners together on a periodic basis for information sharing, planning, and professional development and be viewed by the voluntary sector as integral and contributory to the positive climate of the community.	Identify five new faith-based partners who could become more involved in CNCS program management and administration.	Identify eight (5 from previous year plus 3 more) new faith-based partners who could become more involved in CNCS program management and administration	Identify 11 (8 from previous years plus 3 more) new faith-based partners who could become more involved in CNCS program management and administration.
	Build service initiatives and volunteer opportunities to compliment existing cultural norms that promote volunteerism.	Identify four small ethnic/cultural community-based organizations who could partner with CNCS programs.	Identify seven (4 from previous year plus 3 more) small ethnic/cultural community-based organizations who could partner with CNCS programs.	Identify ten (7 from previous year plus 3 more) small ethnic/cultural community-based organizations who could partner with CNCS programs.
Anticipated Outcome: These activities will result in stronger, more sustainable service projects throughout Washington State that strengthen and reflect the diverse cultures and social groups that make up the population as well as cultivate an appreciation for diversity in all forms.				

V. Conclusion

This Updated USP is the result of a series of collaborative efforts with faith-based, community organizations, governmental agencies, education agencies, and all the streams of national service in Washington State. It is representative of new and existing collaborations and perspectives, as it brought new groups together that forged partnerships around mutual concerns for priorities noted. This approach also highlighted the important role the Senior Corps, specifically the RSVP Association of Washington, has in developing and expanding service opportunities. The improved level of collaboration exhibited by all CNCS subgrantees throughout this process has enabled many new community partners to become more involved in service and volunteerism to achieve community needs.

In the years ahead we envision enhanced communication, collaboration, and coordination among national service programs and their partners that will lead to improved health and well-being of citizens throughout the state, decreased public safety risks, an expanded level of public involvement and an increased level of civic pride and responsibility. As individuals and citizens come together to address community issues there will be a significant increase in the number of community members who will take up the President's Challenge of volunteering 4,000 hours of service to the nation during their lifetimes, an increasing number of opportunities for service learning, and an increase in public and private support that enables programs to work with at-risk youth and communities with critical youth needs. We anticipate these activities will result in stronger, more sustainable service projects throughout Washington State that strengthen and reflect the diverse cultures and social groups that comprise our population, as well as cultivate an appreciation for diversity in all forms.

We are hoping for an increased level of activities directly related to the process of building and implementing this plan. Those who participated were able to gain a broader perspective of how principles of service can become a greater part of the preventative focus to address social and economic ills in this state. The publication of this plan itself will also serve as an opportunity to continue to reach out to those groups and organizations who for various reasons were unable to participate in this important process. This outreach will continue to be a priority as the local groups meet to plan strategies to implement local aspects of their plan.

The collaborators in this process will meet regularly to help monitor and evaluate the plan and to ensure that it is a living document. It is expected that local groups will continue to build on the momentum developed as a result of this process and report to the Commission on meetings and activities that result. National Service staff will continually review and monitor the progress of their programs and projects towards demonstrating measurable outputs and outcomes.

We look forward to the support of the CNCS for all aspects of this plan, local and statewide. The possibilities for expanded funding for all CNCS programs holds out a promise to help address the funding inequities among programs so that these efforts can truly become a reality. It is with this optimism that our revised plan is proposed. We commend the efforts taken by community leaders to make this collaboration a truly active process and we look forward to the implementation stage as we work together to achieve these mutually agreed-upon goals.